



Open Minutes

Performance Accountability Meeting (PAM)

Tuesday 25th January 2022

09:00 hrs to 11:00 hrs

Attendees

No	Name	Ref	Capacity	Person	Teams	Rotate
1	Philip Seccombe	PCC	Police and Crime Commissioner		x	
2	Debbie Tedds	DT	Chief Constable		x	
3	Ben Smith	BS	ACC Local Policing		x	
4	David Gardner	DG	ACC Protective Services		x	
5	Steve Russell	SR	Head of A&SI		x	
6	Jeff Carruthers	JC	Director of Financial Services		x	
7	David Gardner	DG	ACC Protective Services		x	
8	James Davies	JD	Head of Business Operations		x	
9	Polly Reed	PR	OPCC CEO		x	
10	Sara Ansell	SA	OPCC Performance Lead / Minutes		x	
11	Tania Coppola	TC	Director of Enabling Services		x	
12	Lynn Aston	LA	Minutes		x	

Apologies

Name	Ref	Capacity
David Patterson	DP	OPCC Performance Lead
Alex Franklin-Smith	AFS	T/Deputy Chief Constable

Minutes

Reference	Item	Action
01.25/01/22	<p><u>Minutes 21/12/21</u> Minutes of the previous meeting of the 21/12/21 were agreed and approved.</p>	
Action 1 02.21/12/21	<p>DP to arrange a meeting with KT to ensure SA is coherent with the Police and Crime Plan. Update – Meeting scheduled for 7 February 2022</p>	Discharged
02.25/01/22	<p><u>Spotlight on Sustainability</u></p> <p>TC introduced the presentation and welcomed the focus around Sustainability which had been identified as a key theme in the Fit for the Future Strategy. TC confirmed that this was a new area in terms of additional focus and a new Board had been established in 2021 which JD chairs. A number of new elements had been added and the TOR expanded away from the traditional view of sustainability including the governance and revised policies.</p> <p>JD then took over the presentation and went through the five pillars of the Sustainability Strategy, advising that each pillar had a lead and whilst some of the actions identified aligned with business as usual roles, some elements were new and further resources specifically around the sustainability agenda may be required in the future.</p> <p>Pillar 1 – Sustainability Culture and Governance within the force. Specifically trying to ensure that every single member of the workforce do their bit, trying to embed a similar culture to that of Health and Safety.</p> <p>Pillar 2 – Carbon Emission Reduction. Trying to adapt the physical infrastructure, some of which will be picked up in the Estates Review currently being undertaken.</p> <p>Pillar 3 – Waste Reduction. Reviewing and embedding a culture of reducing waste.</p> <p>Pillar 4 – Sustainable, ethical and compliant procurement. Ensuring a high standard of sustainability measures when procuring goods.</p> <p>Pillar 5 – Local Prosperity. The broadest of pillars which is around supporting the local community which can be tied into Corporate Social Responsibility.</p>	

JD continued with his presentation identifying both short and long term examples and highlighted those actions already completed. JD confirmed that an improvement plan with 86 initiatives detailed the work to be undertaken, and hoped that this improvement plan grew as the workforce generated ideas.

The PCC thanked both TC and JD for their presentation and update.

PR stated that she was pleased to see that the work included was wide ranging and asked if sufficient funding was allocated for the work to have an impact. TC advised that some items will naturally come from existing budgets, or if not budget cases will be presented via the appropriate governance channels. JD confirmed that the business case would demonstrate where possible Return on Investment (ROI) and that as time has elapsed more evidence was available to show ROI, solar panels being a good example.

A discussion took place around capital expenditure and medium and long term planning and JD advised that larger elements which may require substantial investment would come from other strategic reviews such as the Estates and Fleet reviews.

The PCC was pleased with the progress to date and plans in place as promises had been made to the Police and Crime Panel who were also keen on the sustainability agenda.

Buildings EPCs were discussed and JD confirmed that the Estates strategy is surveying all assets.

The solar panels on the Police Federation Building in Barford were discussed. JD confirmed that they are considering solar panels at Stuart Ross House (SRH) in the future and all estate properties were being surveyed to see if planning or any other restrictions would allow them to be fitted.

PR mentioned a quick win around cycle parking at Leek Wootton (LW) and JD confirmed that these are in the masterplan for LW in the next few months. The PCC outlined the deterioration of the North Lodge and JD confirmed legal advice was currently being sought about what could be done with this building. JC advised that new legislation around Invest to Rent may restrict our options on this property.

	<p>The PCC concluded that a number of operational and strategic reviews were underway currently and wanted to ensure that all were being worked on in tandem and not in isolation. DT confirmed that AFS is the Senior Responsible Officer (SRO) over all of the three Empower strands; People, Technology and Places and would ensure the co-ordination of all these strands working together.</p> <p>PS thanked TC and JD for their presentation and they left the meeting.</p>	
03.25/01/22	<p><u>Performance Scrutiny</u></p> <p>PR presented the OPCC Performance Report for December 2021 and posed a number of questions from the report in the subjects of;</p> <p><i>Q1. Road Traffic Casualties – What are the result of the force’s Christmas Drink Drove’ Campaign and can any inference be drawn from the results regarding changes in driver behaviour?</i></p> <p><i>What is the position with a performance framework for the Road Policing Unit and how are the assets being best utilised to provide visibility and reassurance on the county’s roads?</i></p> <p>BS gave a comprehensive answer outlining;</p> <ul style="list-style-type: none"> • 433 tests were completed including combined breath and drugs swipe; 78 people arrested, 15 were driving under drink/drugs and 42 arrested above legal drive limit. • 17 whilst controlled drug, 42 arrested above legal drive limit. 4 people didn’t provide a specific and 21 bailed for forensics. • Successful campaign with a slight increase in previous years. • Data sets are being pulled together with full analysis being compared with last year, national and regional data levels. <p>BS further updated on 3 new initiatives;</p> <ul style="list-style-type: none"> • Operation Drive Safe promoting reassurance and visibility ongoing Monday to Friday 9 – 5. • Tactical Tasking and Coordination Group Killed and Serious Injury (KSI) analysis – looking at ‘hot’ routes and high harm routes. • Project Reduce – targeting criminality on the roads, investing and working on County-lines routes. 	

The PCC highlighted a recent national call around officers in dual roles, and a discussion took place regarding the Armed Firearms Officers in Warwickshire. DT confirmed that armed policing is defined by the strategic threat assessment and explained how this worked both in and out of the Alliance.

Q2. Given the seemingly disproportionately high rates of Domestic Abuse in Nuneaton and Bedworth, is there a case for A&SI reporting such data as 'per 1,000 population'?

If disproportionality does exist, are the causes understood and is there a proposal for targeted action to address this position?

Q3. Since the aforementioned earlier scrutiny, Hate Crime has continued to remain significantly above both the forecast and the 2017 - 2020 average. Can assurance be provided that the causes of these high levels of Hate Crime are well understood and is there a proposal for specific action to address this position?

SR responded to both these questions jointly;

- SR will continue to work with DP and confirmed it is possible report on per 1,000 data
- Disproportionality is a wider issue which continues to be explored along with indicators such as the analysis of multiple deprivation areas
- Hate Crime has shown a significant increase over a short period and may be down to external factors such as BLM, lockdown etc and the increases seen are unsurprising. Numbers are now drifting downwards.
- Both the Harm Hum and SNT are managing the Hate Crime review and this will help drill down in the detail so we can better understand and will also help note victim satisfaction.

The PCC advised that the reports always quote the forecast level and enquired how crime can be future forecast? SR advised that best professional judgement is used along with both historical, present and where known future predictions. BS concluded by saying that these planning assumptions are reviewed when managing operational resources.

Q4. It would be informative to have a better understanding of the nature of these five Modern Slavery and Human Trafficking offences, given the

	<p><i>wide spectrum of activity that falls within this classification. Can this information be provided?</i></p> <p><i>Exempt FOIA under Section S.31 (Law Enforcement)</i></p> <p>Q5. In respect of the low victim satisfaction rates for Hate Crime, what is known of the eight cases that were surveyed and have the causes for dissatisfaction been identified and remedied? What systemic measures are to be implemented to improve this position and prevent reoccurrence?</p> <p>BS responded;</p> <ul style="list-style-type: none"> • 8 surveys completed which is a very low response • Of those 8, 6 were in the South and 2 in the North. • 2 were dissatisfied. • Main issues of those dissatisfied were around communication and being updated on case process along with lack of ultimate action. • The Harm Hub will review the process around the investigation and BS will keep a close eye on progress. <p>Concluding the Performance Scrutiny Report, the PCC confirmed that whilst DP selects the most relevant questions, he believes performances has improved.</p> <p>The PCC outlined his justification for the £9.99 precept increase to further improve the performance of the 101 / 999 service. DT confirmed that the issues around the Operations Communication Centre (OCC) are known and need to be stabilised before and during the move to SRH. BS further advised that a lot call-handler time can be spent on focussing on vulnerability of callers and risk assessments and therefore the calls do take longer.</p>	
04.25/01/22	<p><u>Regional Governance Group Meeting</u></p> <p><i>Exempt FOIA under Section S.31 (Law Enforcement)</i> <i>Exempt FOIA under Section S.43 (Commercial Interests)</i></p>	
05.25/01/22	<p><u>Covid-19 Update</u></p> <p><i>Exempt FOIA under Section S.31 (Law Enforcement)</i></p>	
07.25/01/22	<p><u>AOB</u> None raised.</p>	
Agenda Item	Summary Of Actions	Allocated